

POL 04.30.03

Inclusion and Diversity Policy

Authority: Chancellor

History:

First Issued: May 2, 2022

Related Policies:

- POL 04.25.05 - [Sexual Harassment Policy](#)
- POL 02.65.02 - [Preferred Name Policy](#)
- POL 04.05.01 - [Free Speech Event Policy](#)
- POL 04.30.02 - [Pregnant and Parenting Students Policy](#)
- POL 05.30.01 - [Unlawful Workplace Harassment Prevention Policy](#)
- POL 05.60.01 - [EHRA Faculty and Non-Faculty Recruitment and Selection Policy](#)
- POL 05.35.01 - [Serious Illness and Disability Leave for Faculty Policy](#)
- POL 11.35.01 - [Grievance Process for Students Denied Reasonable Accommodations or Subjected to Discrimination Because of a Disability](#)
- POL 05.30.02 - [Workplace Violence Prevention Policy](#)

Additional Resources:

- [UNCP Equal Employment Opportunity Statement](#)
- UNC Policy Manual 300.8.5 - [Diversity and Inclusion Within the University of North Carolina](#)
- [Unlawful Workplace Harassment](#)
- [Reasonable Accommodation](#)
- [Equal Employment Opportunity and Diversity Fundamentals](#)
- [Accessibility Resource Center](#)
- [Office of Student Inclusion and Diversity](#)
- [Office of Human Resources](#)

Contact Information: UNCP I&D Council Co-Chairs, idcouncil@uncp.edu

1. PURPOSE

The UNC Pembroke Policy on inclusion and diversity was created to support and facilitate efforts across the university to advance an inclusive environment that engages, respects and values the diversity of individuals and groups represented within the university community in a manner that is consistent with the university's mission.

2. DEFINITIONS

2.1 "Diversity" means the ways in which individuals vary, including, but not limited to,

backgrounds, personal characteristics, ideas, beliefs, cultures, and traditions that distinguish one individual or group from another, which may include, but are not limited to, Federal, State, University, and constituent institution protected classes.

2.2 “Inclusion” means the enablement of individuals, including those from underrepresented groups, to fully and equitably have access to, and participate in, the University’s programs, services, facilities, and institutional life.

2.3 “Inclusion and Diversity (I&D)” collectively means the intentional efforts undertaken to create an institutional culture and a working and learning environment that offers acceptance, support, and respect for diverse individuals as they pursue their academic, research, and professional ambitions and interests.

3. STATEMENT OF COMMITMENT

The university values equity and equal opportunity in education and employment. To support these values and to meet the university’s educational, research and public-service goals in an increasingly diverse and global society, the university needs the talents and skills of all qualified and available individuals. To this end, the university is committed to advancing and promoting a culture and community that actively supports and champions inclusion and diversity for all who access university programs, services, resources and facilities.

4. ACCOUNTABILITY

4.1 The chancellor of the University of North Carolina at Pembroke has appointed the UNCP Inclusion and Diversity Council to review, facilitate, coordinate, and advance institutional efforts to promote a welcoming and inclusive environment for faculty, students, and staff, and to provide an annual report on associated activities, programs, and efforts throughout the university. The Council shall prepare an annual inclusion and diversity report for the chancellor.

4.2 System-Wide Inclusion and Diversity Metrics. UNCP shall utilize shared Inclusion and Diversity metrics across the university system to conduct trend analysis, leverage experiences and successful approaches across constituent institutions, identify areas for future investments in inclusion and diversity programs and resources and drive accountability for outcomes from Inclusion and Diversity. These metrics shall complement the inclusion and diversity goals found in the UNCP Strategic Plan and those established by the UNCP Inclusion and Diversity Council.

5. REPORTING AND DISSEMINATION REQUIREMENTS

5.1 Pursuant to all other charges from the chancellor, the Inclusion and Diversity Council shall provide a report at least annually to the Board of Trustees on Inclusion and Diversity-related information. The Board of Trustees may request or require additional or more frequent information to be reported related to inclusion and diversity-related operations, programs and activities.

5.2 The Council shall provide to the system office, at the request of the chancellor, relevant information regarding the equal opportunity and inclusion and diversity operations, programs and activities.

5.3 Pursuant to all other charges from the chancellor the Council shall periodically provide information describing UNCP institutional Inclusion and Diversity policies and programs to students, faculty and staff, consistent with any requirements set by the system president or president's designee.

5.4 Relation to Other University Policies. The foregoing policy as adopted by the Chancellor is meant to supplement, and does not purport to supplant or modify, other university policies, regulations and guidelines related to equal opportunity, inclusion or diversity.

6. SYSTEM-WIDE INCLUSION AND DIVERSITY METRICS AND GOALS

6.1 Metrics. The Inclusion and Diversity Council shall utilize system-wide annualized Inclusion and Diversity metrics. Core statistical information that includes, but is not limited to: student, faculty and staff demographics; academic achievement gaps; graduation and persistence rates; recruitment and retention of students, faculty and staff; and campus climate assessments on inclusion and diversity-based institution-level or system-wide surveys.

6.2 Goals. In addition to the system-wide inclusion and diversity metrics, the Inclusion and Diversity Council shall, in collaboration with appropriate stakeholders, develop inclusion and diversity goals and metrics specific to UNCP. As part of this process, the Council shall actively seek input on an annual basis from the UNCP Board of Trustees, faculty senate, staff senate, student government association, and student organizations on all proposed inclusion and diversity goals and metrics.

7. REPORTING

7.1 Pursuant to other charges from the chancellor, the Council shall provide a report at least annually to the Board of Trustees, which, at a minimum, shall include the following:

7.1.1 The impact of UNCP's inclusion and diversity programs and activities with respect to system-wide inclusion and diversity metrics and institutional inclusion and diversity goals;

7.1.2 The number of positions and full time equivalent (FTEs) with inclusion and diversity responsibilities, indicating the percentage of each associated with inclusion and diversity responsibilities;

7.1.3 An accounting of institutional budget expended on inclusion and diversity efforts and activities, delineated by personnel and non-personnel costs and by funding source (e.g., state funded versus other funded); and

7.1.4 A list of signature inclusion and diversity programs that serve a critical role in helping UNCP accomplish its learning and inclusion and diversity objectives, along with the purpose and any data on outcomes, including relevant participant feedback.

8. REPORTING TO THE SYSTEM OFFICE

UNCP, through the Inclusion and Diversity Council, shall provide to the System Office, upon request, relevant information regarding inclusion and diversity operations, programs and activities. These items shall be reported in a format recommended by the system Inclusion and Diversity Council.

9. DISSEMINATION OF INCLUSION AND DIVERSITY POLICIES AND INFORMATION

9.1 Information for Students. The Council shall conduct an annual review of student orientation programs, and periodically provide to assure that students are provided with printed and/or digital (e.g., websites) information describing UNCP institutional policies regarding inclusion and diversity consistent with this policy. Any information provided must include the contact information of persons or departments with responsibility for ensuring compliance with the policy and for answering any related questions or concerns.

9.2 Information for Faculty and Staff. The Council shall take steps to annually review UNCP's new hire onboarding process and periodically provide to faculty and staff in printed and/or electronic form (e.g., websites), information describing their institutional policies regarding inclusion and diversity consistent with this policy. Information provided shall include the contact information of the persons or department with responsibility for ensuring compliance with the policy and answering any related questions or concerns.

9.3 The Council shall conduct an annual review of the UNCP Strategic Plan to determine how and to what extent inclusion and diversity initiatives have been met.